

LEAH METHER

lm

How to Communicate
and Lead Courageously
Through Change

TRAINING

STEER THROUGH THE STORM



STEER THROUGH THE STORM

How to Communicate and Lead Courageously Through Change

In today's fast-paced and uncertain world, change seems to be accelerating on a global scale.

Industries are transitioning, corporations are restructuring, cost pressures are increasing, and the climate is volatile.

It's a tough time for everyone, particularly leaders as they try to keep their people engaged while implementing changes they can't control and may not even agree with.

Many people are anxious, confused, distracted, and resistant as they grapple with uncertainty.

No matter your role - CEO, executive, middle manager or team leader - if there's change happening in your organisation that affects your people, you have a role to play in steering them through the storm.

Yet many leaders find themselves responsible for implementing change without ever being taught the foundations of HOW to support and lead people THROUGH change.

If you're a leader challenged with navigating the rough seas of change, Leah Mether's *Steer Through the Storm* training programs and workshops are your beacon.



LEADING THROUGH CHANGE

requires warmth
and strength

Leading through change is about people and to do it well you have to use your people skills. More heart, less head.

It takes courage and requires human-centred leadership that balances warmth and empathy with strength and accountability.

It's not about dictating the change or managing the processes. It's about guiding your people in a way that makes them want to follow.

WHY DOES IT MATTER?

Because people drive performance and if you fail to address their fears and concerns during change, they will likely drive problems instead, costing you time, money and productivity through poor behaviour, conflict, disagreements, distraction, increased stress leave and resignations.

Dealing with the feelings and emotions of your people isn't optional if you want the change you're implementing to succeed while also achieving your business goals.



OUTCOMES YOU CAN EXPECT TO **ACHIEVE**:

Learn a new approach to communication and leadership through change that will help you deal with the feelings of your people, improve performance, and get better results.

Leah's Steer Through the Storm training will help you:

- Lead yourself and others through challenge and change.
- Improve your emotional intelligence.
- Build trust and connection when uncertainty is high.
- Support your people while holding them accountable for performance and behaviour.
- Minimise resistance.
- Defuse conflict.
- Communicate with clarity.
- Steer your team towards acceptance.

Each program is underpinned by Leah's trademarked IP and targeted to your industry with content and scenarios that are real, relatable and relevant to your organisation.





EXCLUSIVELY FOR **LEADERS** WHO ARE:

- Navigating uncertainty or change in the workplace.
- Leading a team directly or informally.
- Responsible for implementing change, regardless of whether they instigated it, can control it, or like it.
- Committed to being a leader in practice, not just in title.
- Willing to learn and do the work because effort equals outcomes.
- Open to honest self-reflection and prepared to approach their development with curiosity, not defensiveness.

TEACH

Leading self one-day workshop

MANAGING ME: SELF-LEADERSHIP THROUGH UNCERTAINTY, CHALLENGE AND CHANGE

How well do you manage you at times of challenge, change and uncertainty?

Can you regulate your response?

Are you even aware of how you show up?

Working in a changing or high-stress environment can have serious impacts on your performance, health, wellbeing, and relationships if you are not equipped with tools to cope.

Increase your self-awareness and learn practical strategies to manage your mindset, emotions, communication, and behaviour in this workshop with Leah Methner, and have the skills to lead yourself through tough times.

This workshop will help you:

- Manage yourself at times of change and uncertainty.
- Regulate your emotions under pressure.
- Understand the common human responses to uncertainty and change.
- Increase self-awareness of your communication style and take personal responsibility for your behaviour when stressed.
- Train your brain to respond to challenges rather than react.
- Position yourself to make the most of the opportunity change brings.





TEACH

Leading others one-day workshop

DEALING WITH THE FEELING: LEADING OTHERS THROUGH UNCERTAINTY, CHALLENGE AND CHANGE

Change is challenging and uncertainty is unnerving.

Everyone responds differently and emotions and anxieties run high.

If you don't invest time dealing with the feelings of your people during change, it will cost you dearly through low productivity, conflict, resistance and disengagement.

This workshop is not about managing change, it's about leading people THROUGH change that is happening whether you, or they, like it or not.

Learn how to steer your people through the storm in this workshop with Leah Mether.

This workshop will help you:

- Understand the difference between leadership and management and the role of a leader in steering people through change.
- Be prepared for the common human responses to change and uncertainty.
- Implement the foundations of leading through change (Leah's trademarked Five Cs® of Leading Courageously Through Change).
- Communicate with influence and build trust when scepticism is high.
- Empathise with your people while holding them accountable for performance and behaviour.
- Manage resistance and have challenging conversations effectively.
- Coach your people with curiosity and compassion.

TRAIN

Steer Through the Storm Intensive program

2 X FULL-DAY WORKSHOPS (DELIVERED ON CONSECUTIVE DAYS OR A MAXIMUM OF TWO WEEKS APART)

WORKSHOP 1 - LEADING SELF

- Managing Me: Self-leadership through uncertainty, challenge and change

WORKSHOP 2 - LEADING OTHERS

- Dealing with the Feeling: Leading others through uncertainty, challenge and change

1 X 90-MINUTE ONLINE ACCELERATOR

- Steer Through the Storm Accelerator to embed the learnings

LOOM VIDEOS AND ACCOUNTABILITY EMAILS

- Pre-program welcome video
- Post-program accountability video
- Post-program personalised accountability email for each participant





TRANSFORM

Steer Through the Storm Immersive program

Support scaffolds success, that's why the Steer Through the Storm Immersive Program features regular touchpoints over a six month period.

Program features include:

3 X FULL-DAY WORKSHOPS

WORKSHOP 1 - LEADING SELF

- Managing Me: Self-leadership through uncertainty, challenge and change

WORKSHOP 2 - LEADING OTHERS

- Dealing with the Feeling: Leading others through uncertainty, challenge and change

WORKSHOP 3 - LEADING TOGETHER

- Steer Through the Storm Integration: Bringing it together to align your leaders and apply learnings to your change context.

3 X 90-MINUTE ONLINE ACCELERATORS

- Held between workshops to embed the learnings

LOOM VIDEOS AND ACCOUNTABILITY EMAILS

- Pre-program welcome video
- Post program accountability video
- Post program personalised accountability email for each participant

EMERGENCY SUPPORT

- Emergency 15-minute SOS calls.



OPTIONAL EXTRA

EMOTIONAL INTELLIGENCE ASSESSMENT, PERSONALISED REPORT AND 1:1 DEBRIEF

- Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) - an abilities-based test for emotional intelligence, much like an IQ test for EQ. Completed online in a participant's own time.
- Comprehensive personalised report for each leader based on their results.
- 90-minute 1:1 debrief coaching session with each participant to unpack their MSCEIT results and report with a certified practitioner (either Leah Methner or her colleague Melanie Allsop). Delivered online or in person.



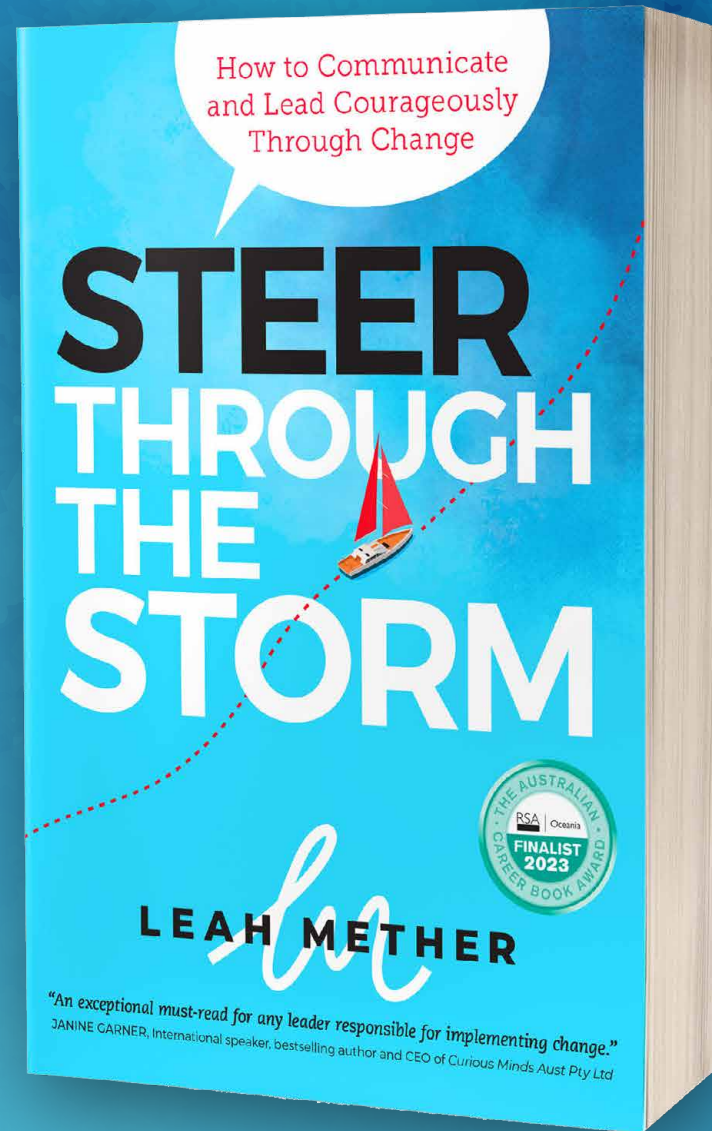


STEER THROUGH THE STORM

The book

Leah's training is underpinned by the IP from her acclaimed book, *Steer Through the Storm: How to Communicate and Lead Courageously Through Change*.

All participants will receive a signed paperback copy as part of their program.



WHAT OTHERS HAVE TO SAY

"I have never been stopped so many times before with people saying how good the training was. Everyone absolutely loved it. Thank you Leah."

– **LINDA HUNT, GIPPSLAND PHN**

"Leah helped me develop the skills to effectively lead a team during rapid growth in the middle of a global pandemic. I cannot recommend Leah enough!"

– **MELISSA HORNE, RESIDENTIAL SERVICE DELIVERY MANAGER, AUSSIE BROADBAND**

"Leah's program was a welcomed eye-opener for me in my supervisory and leadership role. The tools within the training will prove to be invaluable to me, my managers and staff (by extension) as I continue through my career. Many thanks Leah."

– **ANDY DROHAN, DEPARTMENT OF ENVIRONMENT, LAND, WATER AND PLANNING**

"I have learned so much from this program it's hard to put into words. I came from a place of negativity 'another leadership course' to 'wow, where has that year gone – I want more'."

– **JENNI CLARKE, GIPPSLAND LAKES COMPLETE HEALTH**

"Leah's program resulted in our leadership team coming together as a cohesive, confident, and supportive team. Psychological safety within the group has given us new skills, confidence, and a greater understanding of individual communication styles to better lead our teams through periods of intense change."

– **PENNY CASSIDY, EXECUTIVE MANAGER, AGED AND DISABILITY SERVICES UNIT**

"Whilst myself and the broader team individually found Leah inspiring and engaging, and the training incredibly relevant to our individual duties, the benefits of undertaking this workshop as a group cannot be underestimated. I believe this has given us common reference points and understandings that will help us communicate as a team, which will only increase our effectiveness through improved understanding and interactions with each other."

– **HUGH CHRISTIE, SOUTHERN RURAL WATER**



ABOUT LEAH



When the 'people bit' is the toughest part of your leadership role, you need a communications specialist who makes it easier.

One who understands you must connect, then lead and that it takes courage, not confidence to succeed.

With more than 15 years' experience working with thousands of clients and two acclaimed books to her name, Leah knows what it takes to communicate under pressure. Like you, she knows the challenge of defusing conflict, managing performance, minimising resistance, and dealing with people's feelings as they grapple with uncertainty.

Steamrolling change simply won't cut it as a leader and shirking your responsibility only makes problems grow. There is a structure that works, and it involves steering your people through the storm with a balance of empathy and accountability.

Leah is renowned for her practical, relatable and straight-shooting style. Utilising her Five Cs® model for communicating and leading courageously through change, she takes leaders from knowing, to doing and radically improves their leadership effectiveness.

Her clients represent a wide range of industries, government agencies, and businesses across Australia - including AGL, Energy Australia, Optus, ExxonMobil, Latrobe Community Health Service, East Gippsland Water, Loy Yang B and Victoria's Department of Energy, Environment and Climate Action.

1300 532 461

support@leahmether.com.au

www.leahmether.com.au

